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HARYANA GOVERNMENT

INDUSTRIES & COMMERCE DEPARTMENT

Notification

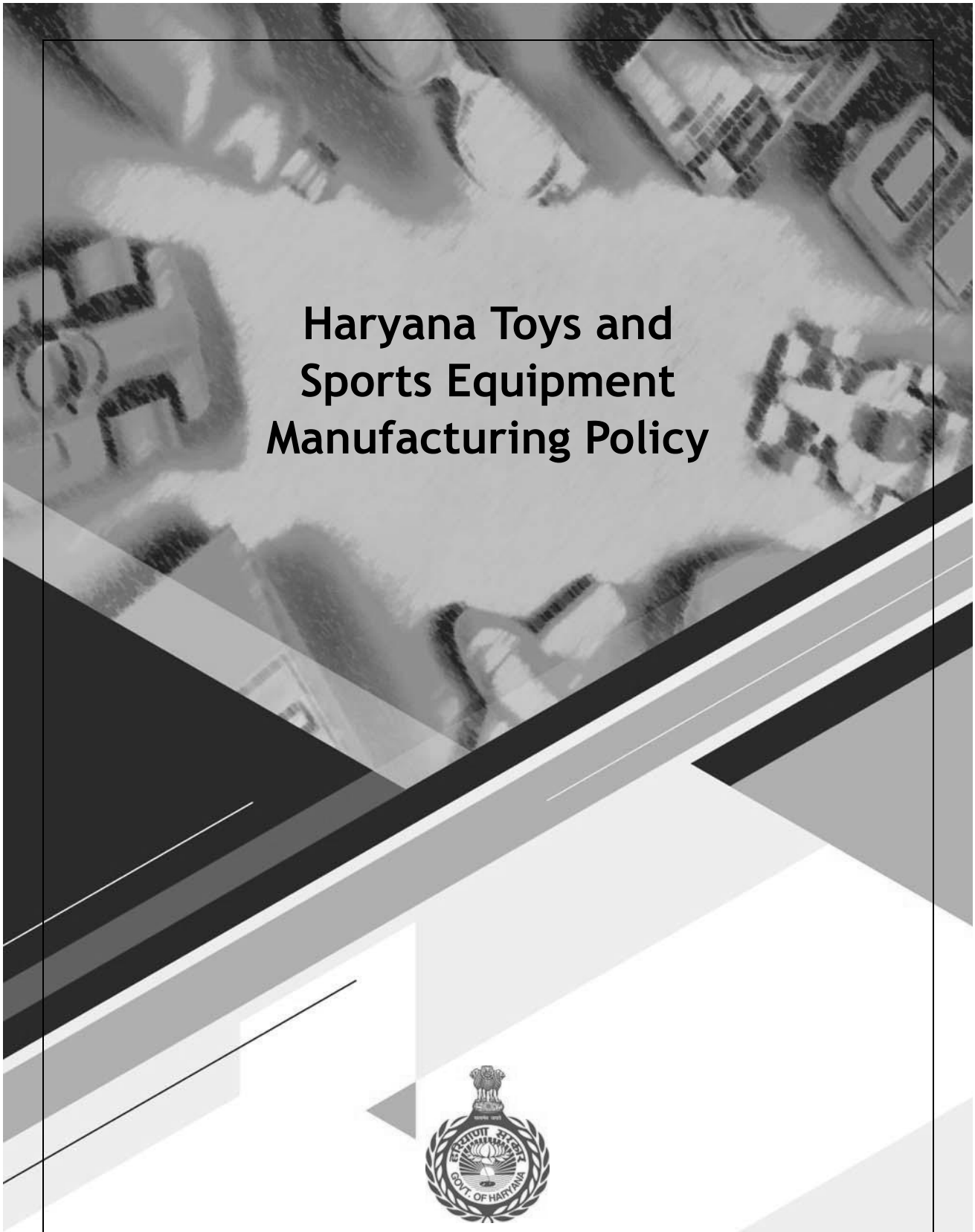
The 27th May, 2026

No. 20/10/2026-4IB-1.— The Governor of Haryana is pleased to notify the ***'Haryana Toys and Sports Equipment Manufacturing Policy-2026.'*** This policy will be valid for a period of 05 years from the date of notification of this policy or the date of any new policy/amendment introduced by the Government of Haryana, whichever is earlier.

The policy has been concurred by the Finance Department *vide* their U.O. No.1/25/2026-3FD-III/2026/6328, 6330, 6325, 6331, 6327, 6329, 6332, 6326 dated 21.03.2026 and approved by the Council of Ministers in its meeting held on 18th May, 2026.

AMIT KUMAR AGRAWAL,
Commissioner & Secretary to Government Haryana,
Industries & Commerce Department.

Chandigarh:
The 27th May, 2026



Haryana Toys and Sports Equipment Manufacturing Policy

Department of Industries & Commerce,

Government of Haryana

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List of Acronyms

CAGR	Compounded Annual Growth Rate
CGTMSE	Credit Guarantee Fund Trust for Micro and Small Enterprises
CLU	Change of Land Use
CoE	Center of Excellence
EDC	External Development Charges
EEC	Empowered Executive Committee
ETP	Effluent Treatment Plant
EU	European Union
FCI	Fixed Capital Investment
FDI	Foreign Direct Investment
GoHR	Government of Haryana
GoI	Government of India
HEEP	Haryana Enterprises and Employment Policy
HEPB	Haryana Enterprises Promotion Board
HEPC	Haryana Enterprise Promotion Centre
IDC	Internal Development Charges
IEC	Information, Education, and Communication
IGBC	Indian Green Building Council
IIT	Indian Institute of Technology
IMT	Industrial Model Township
INR	Indian Rupee
ITC	Input Tax Credit
MSME	Micro, Small and Medium Enterprises
NID	National Institute of Design
PLI	Production Linked Incentive
R & D	Research and Development
SGST	State Goods and Services Tax
STEM	Science, Technology, Engineering, and Mathematics
USD	United States Dollar

1. Industry Overview

Toys Sector

The toys sector, encompassing products designed for play, learning, and recreation—ranging from traditional toys such as dolls and puzzles to modern electronic and STEM-based toys—constitutes a significant global industry valued at approximately USD 108.7 billion (2023)[1]. Global toy manufacturing is currently dominated by China, accounting for nearly 70% of worldwide production, with other major manufacturing and exporting countries including the United States, Germany, the Czech Republic, Vietnam, and Mexico[2].

India's domestic toy industry, while comparatively smaller at approximately USD 1.5 billion (2022), has demonstrated strong growth potential and is projected to expand at a CAGR of around 12%, reaching an estimated USD 3.0 billion by 2028[3]. Several segments within the sector—including dolls, soft toys, infant toys, and board games—are highly labour-intensive, offering significant opportunities for employment generation, particularly for micro, small, and medium enterprises (MSMEs).

Historically, over 80% of India's toy demand was met through imports, and domestic manufacturing remained largely unorganised. Over the past five years, however, the sector has undergone a significant transformation. Exports have increased by 78.1%, while imports have declined by 64.8%, and India has emerged as a net exporter of toys since 2020, recording a positive trade balance of approximately USD 210 million in 2022, compared to a trade deficit of USD 239 million in 2013[4]. Key export destinations include the United States, the United Kingdom, Germany, Australia, and the Netherlands. This transformation has been driven by a series of policy interventions by the Government of India, including the Quality Control Order (2020) mandating BIS safety standards, and a calibrated increase in customs duties on toys—from 20% in 2020 to 60%, and subsequently 70% in 2023. These measures have been complemented by initiatives such as the National Action Plan for Toys, support to traditional toy clusters under SFURTI, mandatory BIS certification, and broader Make in India interventions.

Notwithstanding these gains, structural challenges persist. India's share in global toy exports remains limited at approximately 0.3%. The industry is highly fragmented, with nearly 90% of units classified as micro and small enterprises, many of which lack scale, advanced technology, and research and development capabilities. Inconsistent adherence to global quality and safety

[1] Fortune Business Insights – Toys Market Size, Share & Industry Analysis
[2] Toy Association; India Brand Equity Foundation
[3] India Brand Equity Foundation
[4] Directorate General of Commercial Intelligence and Statistics (DGCIS)

standards, coupled with limited investment in product design and innovation, continues to constrain competitiveness in international markets.

Haryana's Toy Manufacturing Ecosystem

Haryana has emerged as a promising location for toy manufacturing, leveraging its proximity to major consumption centres, strong MSME base, and well-developed industrial infrastructure. Its strategic location within the National Capital Region (NCR) enables seamless access to domestic markets, export gateways, and global buyers. Industrial estates across Gurugram, Faridabad, Sonipat, Jhajjar, and Panipat host a growing base of MSMEs engaged in the manufacture of plastic toys, soft toys, educational toys, board games, moulded components, and toy sub-assemblies.

The State's strengths in plastics processing, tooling and mould-making, packaging, and light engineering provide critical upstream capabilities for modern toy manufacturing. A skilled workforce, supported by ITIs, polytechnics, and engineering institutions, further enhances Haryana's attractiveness for labour-intensive and design-oriented toy segments. With increasing national emphasis on quality compliance, electronics-enabled toys, and domestic value addition, Haryana is well-positioned to attract investments in STEM toys, smart toys, eco-friendly toys, and organised large-scale manufacturing, while integrating local MSMEs into national and global value chains.

Sports Equipment Sector

The sports equipment manufacturing sector encompasses a wide range of products used for professional, amateur, and recreational sports, including equipment for cricket, football, hockey, badminton, athletics, fitness and gym equipment, adventure and outdoor sports gear, protective equipment, and sports apparel accessories. The global sports equipment market is estimated to be valued at over USD 450 billion, driven by rising participation in sports and fitness activities, increased health awareness, expansion of professional sports leagues, and growing investments in sports infrastructure and events worldwide.

India's sports goods industry, valued at approximately USD 4.88 billion (₹42,877 crore) in 2024, has emerged as a significant manufacturing and export-oriented sector. It is projected to grow to USD 6.6 billion (₹57,800 crore) by 2027, and further to ₹87,300 crore by 2034[5]. The sector is highly employment-intensive, providing livelihoods to over five lakh workers, largely through MSMEs operating in established clusters such as Meerut, Jalandhar, Ludhiana, and Delhi-NCR.

[5] India Brand Equity Foundation and Sports Goods Export Promotion Council

India is currently the third-largest sports goods manufacturer in Asia and ranks as the 21st largest exporter globally, with exports valued at approximately USD 523 million in 2023-24, reaching over 90 countries[6]. Key export destinations include the United States, the United Kingdom, Australia, Germany, and France, with emerging opportunities in markets such as South Africa, the United Arab Emirates, Canada, and Sweden. Indian manufacturers supply a significant share of the world's hand-stitched footballs, cricket equipment, and selected protective and training gear, reflecting strong craftsmanship capabilities and cost competitiveness.

Despite these strengths, the sector faces constraints that limit its ability to scale and move up the global value chain. Manufacturing remains fragmented, with limited access to modern machinery, advanced materials, automation, and quality testing infrastructure. Dependence on manual processes has constrained productivity and consistency, while limited investment in design, material science, sports engineering, branding, and R&D—along with evolving international certification requirements—has restricted access to premium and high-performance sports segments.

Haryana's Sports Equipment Manufacturing Ecosystem

Haryana occupies a strategic position in India's sports equipment manufacturing landscape, supported by a strong sporting culture, availability of skilled manpower, and proximity to established North Indian manufacturing clusters. The State hosts an emerging ecosystem of units engaged in the manufacture of sports goods, fitness equipment, protective gear, training accessories, and sports apparel components, particularly across Gurugram, Faridabad, Sonipat, Rohtak, and Panipat.

Haryana's manufacturing strengths in textiles and technical fabrics, metal fabrication, rubber and polymer processing, and precision engineering provide a strong foundation for sports equipment production. The State also benefits from excellent logistics connectivity through expressways, freight corridors, and access to ports and airports. Rising domestic demand—driven by institutional procurement, schools and academies, fitness awareness, and organised sports leagues—further strengthens the case for expanding sports equipment manufacturing in the State.

With targeted policy support, Haryana has the potential to emerge as a hub for high-value and performance-oriented sports equipment, including fitness and gym equipment, protective gear, smart sports devices, and technologically advanced training products. Strengthening design capabilities, testing and certification infrastructure, material innovation, and branding will be

[6] Sports Goods Export Promotion Council (SGEPC); India Brand Equity Foundation

critical to enabling manufacturers to move up the value chain and expand their presence in premium domestic and export markets.

Policy Rationale

In this context, the Government of Haryana, through the Haryana Toys and Sports Equipment Manufacturing Policy, seeks to address existing structural gaps while building upon the recent momentum in both sectors. The Policy aims to support and incentivise toy and sports equipment manufacturing in the State, with particular emphasis on electronics-enabled and high-technology products, design and R&D, quality upgradation, and human capital development. Aligned with the vision of Atmanirbhar Bharat, the Policy endeavours to position Haryana as a key manufacturing and innovation hub, contributing to India's emergence as a globally competitive and export-oriented toy and sports equipment manufacturing industry.

2. Definition

2.1 **Toy:** Toy means any product or material designed or clearly intended, whether or not exclusively, for use in play by children under the age of fourteen years, and will include any product notified as a toy by the Central Government from time to time.

2.2 **Sports Equipment:** Sports Equipment means any product, apparatus, gear, implement or accessory designed or intended for use in indoor or outdoor sports, games, physical training, fitness, recreation or athletic activities. The term includes equipment for team and individual sports, fitness and gym equipment, adventure and outdoor sports gear, protective equipment, training aids and sports accessories, and will include any other product notified as sports equipment by the Central Government or the Sports Goods Export Promotion Council from time to time.

2.3 **Toys and Sports Equipment Manufacturing Park/ Cluster:** A cluster of Toy and Sports Equipment Manufacturing Units and related ancillary manufacturing units developed over a minimum area of 10 - 25 acres based upon zone (low/medium/high/hyper potential zone) as per the existing norms of Town and Country Planning, Haryana and/or as amended from time to time.

The park should comprise of basic amenities such as internal roads, sewerage infrastructure, utilities infrastructure (electrical, water, natural gas, fire hydrants etc.), communication facilities, storage facilities, requisite technological infrastructure, commercial infra etc. as necessary for the smooth functioning of units within the park. The park may also include common social infrastructure such as housing facilities, medical and sports facilities, banks, dormitories, recreational activities etc. and other enabling infrastructure such as Centre of Excellence (CoE), etc. and shall have to be developed and operated as per norms of Haryana Town and Country Planning Department (as amended from time to time)

2.4 **Date of Commencement of Commercial Production/ Operations:** It means and refers to the date of first sale bill/invoice issued by the enterprise. Only units/ enterprises commencing commercial operations during the validity period of this policy will be eligible to avail benefits under this policy.

2.5 **New Unit:** Refers to a unit established and commencing commercial production during the operative period of this policy.

2.6 **Existing Unit:** Refers to any unit existing and in operation prior to notification of this policy.

2.7 **Expansion/ Diversification:** Refers to investment undertaken by an existing unit at the same location for:

i. enhancement of installed production or service capacity (or)
ii. upgradation, modernization, or technological improvement of existing plant, machinery, equipment, or processes (or)
iii. addition of new manufacturing or service lines (or)
iv. manufacturing of new or additional products; (or)
v. provision of new or additional services

An existing unit shall be eligible to avail incentives under this Policy for expansion/diversification undertaken at the same location, subject to fulfilment of any one of the following conditions:

a. The unit undertakes an additional Fixed Capital Investment (FCI) of at least 50% of current FCI of the Project i.e. FCI as on date of commencement of expansion/ diversification

(or)

b. The unit undertakes an additional FCI of at least 25% of current FCI of the Project i.e. FCI as on date of commencement of expansion/ diversification subject to a minimum expansion investment of INR 125 cr.

(or)

c. The unit undertakes an additional FCI greater than the minimum threshold limit of Mega/ Ultra Mega Unit defined under this policy for the particular location.

Note: For the purposes of calculation of FCI in such cases, the original value of the assets shall be considered. Any existing unit undertaking expansion/ diversification at different locations shall be considered as a New Unit

2.8 Fixed Capital Investment (FCI): The new investment in land, infrastructure/ associated utilities, buildings (including for R&D activities, storage, testing, hostel/dormitories for workers, office space etc.), plant, machinery, equipment, power back up arrangements, construction of captive renewable energy plants, effluent treatment plants, waste management plants, air pollution control systems, zero liquid discharge equipment, hardware & software made by the unit within the premises of the project:

- during the policy period (and)
- before the commencement of commercial operations (and) 1 year after date of commencement of commercial production/ operations for MSME/Large units and 3

years after date of commencement of commercial production/ operations for Mega/ Ultra Mega Units or as decided by the Haryana Enterprises Promotion Board

will be considered as Fixed Capital Investment (FCI)

Note:

i. For the purposes of facilitating cases where investment has also been made prior to the notification of this policy but date of commencement of commercial production/operations falls under this policy period, the FCI made in the one-year period prior to the date of notification of this policy will also be considered as FCI.

ii. Transfer of plant, machinery and equipment from the same or different unit located anywhere else will not be considered towards calculation of FCI.

iii. Working capital, goodwill, preliminary and pre-operative expenses, capitalized interest, and expenses incurred towards acquisition of technology or technical know-how, including consultancy charges, royalty, design and drawings, patents, licenses, and other intellectual property rights, whether capitalized in the books of accounts or otherwise, will not be considered while calculating Fixed Capital Investment.

2.9 Ultra-Mega, Mega and Large Project: Projects will be categorized as Ultra Mega, Mega and Large Projects as per definition in the Make in Haryana Industrial Policy of the State as amended from time to time and/or any future flagship industrial policy of the State (if and when released).

2.10 Large Enterprises: Large Enterprises will mean enterprises other than Micro, Small, and Medium Enterprises, having either

- Investment in plant and machinery or equipment exceeding INR 125 crore, (or)
- Annual turnover exceeding INR 500 crore,

i.e., above the thresholds prescribed for Medium Enterprises under the Micro, Small and Medium Enterprises Development (MSMED) Act, 2006, as amended by the Government of India from time to time.

2.11 Medium Enterprise: Medium Enterprises will mean enterprises where

- Investment in plant and machinery or equipment does not exceed INR 125 crore, and
- Annual turnover does not exceed INR 500 crore,

in accordance with the thresholds notified by the Government of India under the MSMED Act, 2006, as amended from time to time.

2.12 Small Enterprise: Small Enterprises will mean enterprises where

- Investment in plant and machinery or equipment does not exceed INR 25 crore, and
- Annual turnover does not exceed INR 100 crore,

in accordance with the thresholds notified by the Government of India under the MSMED Act, 2006, as amended from time to time.

2.13 Micro Enterprise: Micro Enterprises will mean enterprises where

- Investment in plant and machinery or equipment does not exceed INR 2.5 crore, and
- Annual turnover does not exceed INR 10 crore,

in accordance with the thresholds notified by the Government of India under the MSMED Act, 2006, as amended from time to time.

2.14 Centre of Excellence: A Centre of Excellence (CoE) is a dedicated institutional or functional unit established to develop, anchor, and disseminate specialized capabilities in identified focus areas of the Toys and Sports Equipment sector. A CoE will promote innovation, research and development, testing and validation, skilling and capacity building, and adoption of best practices, by bringing together industry, academia, research institutions, and domain experts in a collaborative framework.

2.15 Toy and Sports Equipment Design Studio/ Lab: A Toy and Sports Equipment Design Studio / Lab refers to a dedicated facility established for conceptualisation, design, engineering, testing, and prototyping of toys and sports equipment. The activities undertaken in a Design Studio / Lab may include product design and simulation, material selection, digital modelling, rapid prototyping, user and safety testing, design validation, packaging design, and design-for-manufacturability support, but will exclude commercial-scale manufacturing or production activities.

Note: Unlike a CoE which builds sector-level capabilities and shared infrastructure, a Design Studio/Lab will support enterprise-level product design and development.

2.16 Educational Institution: Educational Institution means any institution engaged in the provision of early childhood care, education, or formal schooling within the State of Haryana, including Anganwadi centres, play schools, kindergartens, primary schools, secondary schools, and senior secondary schools, which are owned, managed, or operated by the Government of Haryana or by private entities, provided such institutions are recognized, registered, or affiliated with the competent authority under applicable Central or State laws, rules, or regulations.

2.17 Learning Toys/ Educational Toys: Learning Toys / Educational Toys mean toys specifically designed and manufactured to support learning, skill development, and holistic growth of children. Such toys facilitate the development of cognitive, physical, sensory, social, emotional, and creative abilities through play-based, interactive, and experiential learning activities. These toys are intended to make learning engaging, age-appropriate, safe, and developmentally responsive, and may include traditional, mechanical, electronic, or technology-enabled formats.

2.18 Local Employee: An employee who is a bonafide resident of the State of Haryana (as defined by the Government of Haryana from time to time) will be considered a Local employee. The local employee status will only be verified using Parivar Pechan Patr issued by Government of Haryana.

2.19 Category of Areas: For promoting the geographical dispersal of industry, the State has been divided into 4 categories of Areas - Core Areas, Intermediate Areas, Sub-Prime Areas and Prime/Focus Areas based on their potential for industrial development. The classification of these areas will be in accordance with the definitions prescribed under the Make in Haryana Industrial Policy of the State as amended from time to time and/or any future flagship industrial policy of the State (if and when released).

2.20 Net SGST: Net SGST to be considered for reimbursement means that the eligible unit will be entitled to get reimbursement of SGST amount, paid through cash ledger, against the output liability of SGST on sale of eligible products. The eligible unit will first have to utilize all the eligible Input Tax Credit (ITC) including eligible ITC of IGST available in its credit ledger, against the SGST output liability, before adjusting the SGST amount through cash ledger.

2.21 Eligible Startup: Any entity will be considered a startup if it meets the latest definition of startups as per the Haryana State Startup Policy 2022, as amended from time to time, and is registered with the Industries and Commerce Department, Haryana.

2.22 Developer: Developer means an individual, company, association, firm or a limited liability partnership, designated through a collaboration/development agreement with the owner for making an application for grant of licence and for completion of formalities required on behalf of such owner to develop a colony as per Haryana TCP Norms (as amended from time to time).

2.23 Owner: Owner means a person or entity in whose name the title of ownership of land is vested, or in whose favour a valid lease of land for a period of not less than ninety-nine (99) years has been granted, within the State of Haryana, in accordance with the provisions of the Haryana Town and Country Planning (TCP) norms, as amended from time to time

3. Vision

"To position Haryana as a preferred and globally competitive hub for toy and sports equipment manufacturing by fostering a robust, innovation-driven, and investor-friendly industrial ecosystem."

4. Mission

i. To attract and facilitate domestic and global investments in toy and sports equipment manufacturing and establish Haryana as a leading manufacturing destination for the sector.

ii. To develop world-class physical, testing, and support infrastructure that enables sustainable growth of the toy and sports equipment manufacturing ecosystem.

iii. To strengthen research, design, and development capabilities across the value chain and promote a culture of innovation, quality excellence, and entrepreneurship in the toy and sports equipment sector.

5. Objectives

i. To attract investments of at least INR 5,000 crore in the toy and sports equipment manufacturing sector during the policy period.

ii. To generate approximately 25,000 new employment opportunities in the State, with a strong focus on MSMEs and skill-intensive segments.

iii. To develop at least one integrated Toy and Sports Equipment Manufacturing Cluster / Park with common infrastructure and support facilities.

6. Validity of the Policy

This policy will be valid for a period of 05 years from the date of notification of this policy or the date of any new policy/amendment, introduced by the Government of Haryana, whichever is earlier.

7. Eligibility Criteria

7.1 Units manufacturing toys and sports equipment as defined in this policy and by the Govt. of India from time to time will be covered under this policy.

7.2 Only units which commence commercial production/ operations post the date of the notification of this policy and during the operative period of this policy will be eligible for availing benefits as enlisted under this policy.

7.3 Eligible units intending to avail incentives under this policy will be required to submit an application to the Department prior to the date of commencement of commercial operations

7.4 For the purposes of this policy, the Fixed Capital Investment (FCI) and Eligible Capital Expenditure (ECE) made:

i. during the policy period (and)

ii. before the commencement of commercial operations (and) 1 year after date of commencement of commercial production/ operations for Large units and 3 years after date of commencement of commercial production/ operations for Mega/ Ultra Mega Units or as decided by the Haryana Enterprises Promotion Board

will be considered.

Further, for the purposes of facilitating cases where investment has also been made prior to the date of notification of this policy, but date of commencement of commercial production/operations falls under this policy period, the FCI and ECE made in the one-year period prior to the date of notification of this policy will also be considered.

7.5 Existing Toys and Sports Equipment Manufacturing units will also be eligible to avail incentives under this Policy for expansion/diversification undertaken at the same location, subject to fulfilment of the following conditions:

(a) Unit must be undertaking expansion/diversification anywhere in Haryana on land parcels with valid CLU permission (if applicable) under commercial or industrial category or in Government-approved Industrial Estates / IMTs; and

(b) Unit must be undertaking an expansion/diversification, with either:

- an additional Fixed Capital Investment (FCI) of at least 50% of current FCI of the Project i.e. FCI as on date of commencement of expansion/ diversification

  (or)

- an additional FCI of at least 25% of current FCI of the Project i.e. FCI as on date of commencement of expansion/ diversification subject to a minimum expansion investment of INR 125 cr. (or)

  (or)

- an additional FCI greater than the minimum threshold limit of Mega/ Ultra Mega Unit defined under this policy for the particular location.

For the purposes of calculation of FCI in such cases, the original value of the assets shall be considered.

(c) Unit must be commencing commercial production/ operations of said expansion/ diversification during the operative period of the policy.

Note:

i. Units undertaking expansion/ diversification will be eligible for availing incentives for expansion/ diversification only once during the policy period.

ii. In cases where expansion/diversification is undertaken through enhancement, upgradation, or modernization of existing production or service capacity, and where a clearly identifiable date of commencement of commercial production/operations cannot be determined:

- Only investment made in the three-year period from the date of first expansion investment shall be considered as eligible investment period for the purpose of determination of FCI and ECE.
- The date of completion of the entire committed capital investment for such expansion/diversification (or) the completion of 3 years from the date of first expansion investment, whichever is earlier, shall be deemed to be the date of commencement of commercial production/operations for the purposes of this Policy

iii. Units undertaking expansion/ diversification will be required to obtain separate registration under GST for such expansion/diversification and maintain separate books of accounts for existing unit as well as the expanded unit. In case separate registration under GST is not feasible for a unit of expansion at the same business place, the highest turnover reflected by the existing unit in the last three years will be considered as the turnover of the existing unit for the purposes of estimation of different incentives. However, such a unit will also be required to maintain a separate book of accounts for the expansion unit, unless otherwise permitted by HEPB

7.6 Units availing fiscal incentives under this policy shall not be eligible to avail or claim incentives for the same project under any other policy issued by the Government of Haryana, and vice versa, save and except for incentives under the Haryana Progressive MSME and Exports Policy, which may be availed only to the extent that such incentives are not covered under this policy under the same or a comparable head

7.7 The benefits offered under the policy will be over and above any incentives obtained under any Government of India policy or scheme by the eligible unit. However, the cumulative incentives under the policy to any Unit/ Park Developer, together with any fiscal incentives, subsidies, reimbursements, grants, or financial assistance received under any Government of India scheme for the same project, will be subject to a ceiling of 100% of Fixed Capital Investment (FCI).

8. Turnaround time under this policy

All new schemes/ operational guidelines proposed in the policy will be notified within a time frame of 03 months from the date of release of this policy. The fact that a scheme has not been notified will not debar an investor whose application is consistent with the provisions of this policy from applying for and obtaining incentives under this policy.

Note: All the schemes to be notified under this policy will be approved at the level of Administrative Secretary to Government, Haryana, Industries & Commerce Department and placed before the concerned Standing Finance Committee for approval and subsequent notification.

9. Authority for Clarification, Interpretation, and Operational Decisions

Administrative Secretary, Department of Industries and Commerce, Haryana will be the competent authority for clarification/resolution of any doubts related to the interpretation of any term or any provision arising under this policy, approval for notification of scheme operational guidelines for provisions under this policy and removal of difficulties for ease of doing business. The decision in this matter will be final and binding for all stakeholders in such cases

Ecosystem Creation
&
Incentives for Industrial
Development

10. Fiscal Incentives for Toys and Sports Equipment Manufacturing Units

Fiscal incentives under this policy have been formulated with the aim of creating a favorable industrial ecosystem for the growth of the toys and sports equipment manufacturing sector and to reduce the fiscal burden on the manufacturing units in the sector.

10.1 CAPEX and OPEX Support

S.No.	Incentive	Description of Support
A.	**CAPEX Support Incentive**	i. An eligible unit will be entitled to reimbursement of 30% of the eligible capital expenditure (ECE) incurred, subject to a maximum ceiling of INR 50 crores per unit. ii. For the purposes of this policy, eligible CAPEX will include new investment/expenditure actually incurred and paid on account of the following: a. Construction of building, infrastructure/ associated utilities and power backup arrangements b. Purchase of plant and machinery, equipment including tools, dies, molds, jigs, fixtures etc. used in the design, manufacturing, assembly, testing, packaging or processing of any of the goods eligible under the policy c. Purchase of IT hardware and software, including enterprise systems and other related items required for operations d. Construction of captive renewable energy projects (only new captive renewable energy projects ≥ 100 KW will be eligible) e. Construction of Effluent Treatment Plant/ Waste Management Plant and installation of Air Pollution Control Systems f. Technology Acquisition from premier national/international institutes/ domestic/foreign companies subject to a ceiling of INR 1 cr. per unit per year

S.No.	Incentive	Description of Support
		g. Payment of stamp duty on sale/ lease deeds for setting up unit/enterprise in the State h. Payment of external development charges iii. The CAPEX support incentive will be disbursed in ten (10) annual instalments and will commence after the date of commencement of operations or achievement of committed eligible capital investment, whichever is later subject to the time limits for recognition of Fixed Capital Investment/ Eligible Capital Expenditure specified under this policy. iv. Only the eligible CAPEX incurred during the: • policy period (and) • before the commencement of commercial operations (and) 1 year after date of commencement of commercial production/ operations for MSME/Large units and 3 years after date of commencement of commercial production/ operations for Mega/ Ultra Mega Units or as decided by the Haryana Enterprises Promotion Board will be considered. Additionally, for the purposes of facilitating cases where investment has also been made prior to the notification of this policy but date of commencement of commercial production/operations falls under this policy period, the eligible CAPEX made one year period prior to the date of notification of this policy will also be considered. Note: Transfer of machinery and equipment from the same or different unit located anywhere else will not be considered towards calculation of FCI.
B.	**OPEX Support Incentive**	i. An eligible unit will be entitled to reimbursement of 70% of the eligible OPEX incurred for a period of five years from the date of commencement of production/operations subject to a maximum ceiling of INR 3 crores per annum.

S.No.	Incentive	Description of Support
		ii. For the purposes of this policy, eligible OPEX for a particular year will include the actual expenditure incurred and paid by the unit on account of/on the following: a. **Net SGST paid** to the Govt. of Haryana b. **Electricity duty paid** to the Govt. of Haryana c. **Annual Lease rentals paid** – will be eligible @75% of actual annual rent paid by the unit and subject to an annual cap of 6% of the valuation of the property as assessed by a valuer registered under the Companies (Registered Valuers and Valuation) Rules, 2017, as amended from time to time d. **Quality certification costs** incurred towards obtaining nationally or internationally recognized quality certifications required for domestic sale or export of toys and sports equipment (e.g.: Quality Control Order for Toy Manufacturing, BIS, CE, CPC, ASTM etc.) e. **Patent related costs** incurred towards filing of patents, consultancy charges, prior-art search fees, maintenance fees and publication fees f. **Guarantee fee paid under Credit Guarantee Fund Trust** for Micro and Small Enterprises (CGTMSE) g. **Credit Rating Expenses -** limited to ratings conducted by SEBI-accredited agencies (CRISIL, ICRA, CARE, SMERA, Fitch India, Brickwork Ratings) or SIDBI-empaneled agencies, as applicable. h. **Freight charges (including insurance costs) incurred for exports -** eligible @1% of Free on Board (FOB) value or actual export freight cost (excluding government fee and taxes on transportation of goods from place of manufacture to the seaport/ air cargo/ by road up to international border and including insurance cost), whichever is lower and subject to a maximum cap of INR 1 cr. per annum per unit

Note: Ultra Mega and Mega Projects will also be eligible for customized packages of incentives as decided by the Haryana Enterprise Promotion Board (HEPB). This customized package of incentives will be offered over and above the standard package of incentives as per this policy and will be based on the approved Cost Benefit Analysis model of the State, as amended from time to time.

10.2 Incentives for Exports from Haryana

To promote and incentivize exports from the State of Haryana, eligible units shall have the option to avail export linked incentives under either of the following options, subject to the conditions specified herein. The unit shall be eligible to opt for only one of the options and such option, once exercised, shall be final and binding.

A. Option 1: CAPEX Support Linked Export Booster Incentive

Eligible units may opt to avail an additional Export Booster Incentive, which shall be provided as an enhancement to the CAPEX Support Incentive specified under Section 10.1 (A).

The quantum of such incentive shall be determined based on the proportion of exports in total sales during the first three (3) years from the Date of Commencement of Commercial Production/Operations (DoCP) and shall be calculated as follows:

Export Booster (in %) = 5% * [(Proportion of Exports in Total Sales in %) - 10%]

Note:

i. Proportion of Exports in Total Sales = (Export-linked Cost of Goods Sold in first 3 years from DoCP)/ (Total Cost of Goods Sold in first three years from DoCP)

ii. The Total Applicable Capital Subsidy Incentive shall be calculated as the sum of Eligible CAPEX Support Incentive under Section 10.1(A) + Export Booster Incentive as detailed above

iii. The incentive shall be adjusted in the applicable quantum of capital investment incentive instalments.

iv. Only units with minimum proportion of exports in total sales of 10% and a minimum average annual turnover of INR 100 cr. for the first three years

from date of commencement of commercial production/ operations shall be eligible to avail this incentive.

v. A Certificate of the Statutory Auditor certifying the details of export-linked Cost of Goods Sold (CoGS) and total CoGS for the given period shall be mandatory to avail this incentive

B. Option 2: Annual Export Turnover Linked Incentive

As an alternative to Option 1, eligible units may also opt for an annual export turnover-linked incentive as shown below:

Annual Export Turnover Linked Incentive = 3% of annual export value

Note:

i. The Annual Export Turnover Linked Incentive shall be provided for a period of five years from the date of commencement of commercial production/ operations

ii. The incentive shall be subject to an overall cap of 4.5% of Eligible Capital Expenditure

iii. The incentive shall be disbursed annually based on actual export turnover achieved in the given financial year

iv. A Certificate of the Statutory Auditor certifying the details of export-turnover for the relevant financial year shall be mandatory to avail this incentive

10.3 Incentives for Successful Commercialization of Patents Generated by the Unit

Type of Incentive	Quantum of Support
Domestic Patent Granted	INR 50 lakhs per successful patent application subject to overall cap of INR 5 cr. per unit over the policy period
International/ Foreign Patent Granted	INR 1 crore per successful patent application subject to overall cap of INR 10 cr. per unit over the policy period

Note:

i. Only patents which have been successfully used commercially shall be eligible for benefits. Commercial application shall be verified through statutory auditor certification detailing the revenue generated/ efficiency obtained, etc. and should be backed by supporting documents such as product brochures or data sheets referencing the patented technology or technology transfer/licensing agreements referencing the technology and details as and if applicable

ii. Only patents granted and used commercially during the period of the policy shall be eligible for benefits under this section.

10.4 Greening Incentives

Sustainability-linked incentives have been embedded in this policy to encourage and reward eco-friendly practices which reduce pollution and carbon footprints and improve resource efficiency. The following incentives shall be granted for eligible green investments undertaken by eligible units:

Incentive	Quantum of Incentive	
	MSME/Large	**Mega/ Ultra Mega**
Carbon Credits Generated in the State	Carbon Credits generated by an eligible unit from a project located within the State of Haryana during the validity period of the policy shall be eligible for an incentive of INR 100 per carbon credit unit, subject to an overall cap of INR 1 cr. per unit. Note: • One (1) carbon credit unit shall represent one (1) metric tonne of carbon dioxide equivalent (tCO_2e) reduced, avoided, or removed. • Only carbon credits issued by the Bureau of Energy Efficiency (BEE) or internationally recognized carbon standard organizations such as Verra (VCS), The Gold Standard Foundation (Switzerland), Clean Development Mechanism (CDM), Global Carbon Council (Qatar), Plan Vivo, ART-TREES, or any other organization as decided by the Competent Authority shall be eligible	
Establishment of Captive Renewable Energy Projects (≥ 100 kW)	INR 50 lakhs per MW, upto a maximum of INR 2.5 cr.	INR 50 lakhs per MW, upto a maximum of INR 10 cr.
Establishment of Zero Liquid Discharge (ZLD)	50% of the actual cost incurred for implementing the measure up-to a maximum of INR 5 cr. per unit subject to third party certification of adherence to discharge limits mandated by Haryana State Pollution Control Board as per relevant Central and State Government Acts	50% of the actual cost incurred for implementing the measure up-to a maximum of INR 10 cr. per unit subject to third party certification of adherence to discharge limits mandated by Haryana State Pollution Control Board as per relevant Central and State Government Acts
Green Certification from GRIHA, LEED, etc.	2% of the cost of the building, subject to a cap of INR 5 cr. per unit	

Note:

i. Capital Expenditure incurred for the above initiatives shall not be included for estimation of eligible CAPEX for availing other incentives under the policy.

ii. Rooftop solar panels or panels installed anywhere in the premises of the unit with a facility to store energy or operate under Net Metering mechanism (above 100 kW) generate energy (above 100 kW) will be considered for the purpose of Incentives for captive renewable energy

iii. Reimbursement under the incentive for Green Certification from GRIHA, LEED, etc. shall be admissible only after the eligible unit has obtained the respective certification from the concerned certifying authority and submitted documentary proof thereof.

10.5 Human Capital Development Incentives:

<table>
<tr><th>S.No.</th><th>Incentive</th><th>Description of Support</th></tr>
<tr><td>A.</td><td>Employment Generation and Capacity Building Subsidy</td><td>To reward local high-quality employment generation, a unit will be eligible to avail a local employment generation subsidy for a period of 10 years from Date of Commencement of Commercial Production/Operations based upon the proportion of Haryana local employees in the workforce of the unit in a particular year as shown below:
<table>
<tr><th>Proportion of Haryana Local Employees in the Workforce in Particular Year</th><th>Employment Generation Subsidy for General Category Haryana Local Employees</th><th>Employment Generation Subsidy for Women/ SC/ Divyang / Agniveer/ Ex-Servicemen Category Haryana Local Employees</th></tr>
<tr><td>< 15%</td><td>Not applicable</td><td>Employment Generation Subsidy @120% of the average gross monthly salary will be provided for each eligible Women/ SC/ Divyang / Ex-Servicemen Category Haryana Local Employees subject to a cap of</td></tr>
</table>
</td></tr>
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<table>
<tr><th>S.No.</th><th>Incentive</th><th>Description of Support</th></tr>
<tr><td></td><td></td><td>
<table>
<tr><td></td><td></td><td>INR 1 lakh per year per employee</td></tr>
<tr><td>≥15%</td><td>Employment Generation Subsidy @ {100%} + {20% * (Proportion of Haryana Local Employees in % - 15%)} of the average gross monthly salary will be provided for each eligible Haryana Local Employee subject to a cap of INR 1 lakh per year per employee</td><td>Employment Generation Subsidy @ {120%} + {20% * (Proportion of Haryana Local Employees in % - 15%)} of the average gross monthly salary will be provided for each eligible Women/ SC/ Divyang / Ex-Servicemen Category Haryana Local Employees subject to a cap of INR 1.2 lakh per year per employee</td></tr>
</table>
Note:
i. Proportion of Haryana Local Employees = Total Haryana Local Employees of the Unit/ Total Employees of the Unit
ii. Employment Generation Subsidy will be based on the proportion of Haryana local employees in the workforce in the given year.
iii. This subsidy will be provided only for employees of Haryana who have been directly employed on payroll or on contract with ESI/PF Number for a period of at-least 1 year by the eligible unit.
iv. This subsidy can be availed by an eligible unit for a period of 10 years from Date of Commencement of Commercial Production/Operations
v. An employee who is a bonafide resident of the State of Haryana (as defined by the Government of Haryana from time to time) will be considered a Local employee. The
</td></tr>
</table>

S.No.	Incentive	Description of Support
		local employee status will be verified only using Parivar Pechan Patr. vi. In cases where the average gross monthly salary of an eligible Haryana Local Employee is below INR 48,000, a minimum Employment Generation Subsidy of INR 48,000 per annum shall be provided to the unit per such employee for the relevant year vii. For eligible expansion units, the subsidy will be available for incremental employee count beyond the count that existed before undertaking expansion
B.	**Employment Booster for Recruitment through HKRN**	i. In addition to the employment generation subsidy incentive mentioned above, units which recruit Haryana local employees through Haryana Kaushal Rozgar Nigam (HKRN) will also be eligible to claim 100% reimbursement on the **employer's statutory contribution under Employees' Provident Fund (EPF)** for these employees for a period of 5 years. This incentive amount will be subject to a ceiling of 12 per cent of the employee's basic salary plus applicable Dearness Allowance (DA) and retaining allowance, subject to a maximum limit of INR 25,000 per employee per year. ii. Further, based on details furnished by the unit, all such employees recruited through Haryana Kaushal Rozgar Nigam (HKRN) will be reimbursed 100% of their **employee's statutory contribution under Employees' Provident Fund (EPF)** through Direct Benefit Transfer (DBT) for a period of 5 years. This incentive amount will also be subject to a ceiling of 12 per cent of the employee's basic salary plus applicable Dearness Allowance (DA) and retaining allowance and subject to a maximum limit of INR 25,000 per employee per year.
C.	**Development of specialized courses**	In consultation with leading industry players, sector skill councils and academic institutions, focused and specialized skill development courses will be offered in State Skilling

S.No.	Incentive	Description of Support
		institutions, ITIs and Polytechnics of Haryana to ensure ready availability of skilled workforce for the industry.
D.	**Job Readiness Program**	i. The Government of Haryana will facilitate partnerships between recognized academic institutions within the State and Toys and Sports Equipment Manufacturing units to design and offer focused and specialized, industry-aligned courses, particularly for students in their final year or penultimate year, in line with the evolving requirements of the Toys and Sports Equipment Manufacturing sectors. Toys and Sports Equipment Manufacturing units will be encouraged to offer internships/apprenticeships and to recruit students enrolled in such courses, thereby strengthening industry readiness and employability. ii. To incentivize Toys and Sports Equipment Manufacturing units to provide internships/apprenticeships to such students, the State will reimburse 50% of the stipend paid, subject to a ceiling of INR 15,000 per intern/apprentice per month, for a maximum duration of six (6) months per intern/apprentice, limited to fifty (50) interns/apprentices per unit per financial year. This reimbursement will be over and above any similar support being provided under existing schemes or programs of the Government of India or the Government of Haryana.

10.6 Special Incentives for Eligible Units:

S. No.	Category	Description of Support
A.	**One-time support for shifting/ relocating manufacturing facilities from outside Haryana**	i. For eligible units relocating their manufacturing operations to Haryana from an existing facility located outside Haryana, the Government of Haryana will provide a one-time relocation grant equal to 50% of the eligible relocation cost, subject to a maximum ceiling of:

S. No.	Category	Description of Support
		• INR 5 crore per unit for relocation from a manufacturing facility located outside the State but within the country and • INR 10 crore per unit for relocation from a manufacturing facility located outside the country. ii. For the purposes of this policy, eligible relocation cost will be limited to actual expenditure incurred and paid towards transportation and import of manufacturing plant, machinery and equipment from the existing location (whether within India or abroad) to the unit's manufacturing facility in Haryana, including: • International and domestic freight charges; • Packing, handling, and insurance costs; and • Customs duties and import-related charges, as applicable. iii. The grant will be one-time only and will be disbursed after commencement of commercial operations in Haryana, subject to verification by the competent authority
B.	Grand Challenge	The State will endeavour to organise a "Grand Challenge" to identify, support, and scale innovative and disruptive technological solutions addressing key challenges faced by the toys and sports equipment manufacturing industry. The Grand Challenge will encourage the development of high-value, next-generation products, processes, and business models, leveraging emerging and advanced technologies such as Artificial Intelligence, Data Analytics, Machine Learning, Big Data, Internet of Things (IoT), Blockchain, and other relevant digital and engineering technologies. The initiative will promote innovation-led entrepreneurship, foster industry-startup-academia collaboration, and encourage out-of-the-box thinking among startups,

S. No.	Category	Description of Support
		innovators, researchers, and emerging enterprises, with a view to enhancing product quality, safety, efficiency, sustainability, and global competitiveness of the sector.
C.	Industry Engagement & Outreach	To promote brand Haryana and attract private sector investments, the Government will organise focused conferences/ business events/ road shows, promotional events at various locations from time to time to facilitate B2B, B2G and G2G interactions.
D.	Linkage with government and digital commerce portals	To facilitate easy access to the market, the Government of Haryana will support businesses in joining GeM (Government e-Marketplace) portal, ONDC (One Network for Digital Commerce) & other e-commerce platforms, through IEC activities and institutional tie-ups.
E.	Reimbursement for Educational/ Learning Toys	The Government of Haryana will encourage the adoption of educational and learning toys as tools for learning and child development and promote collaboration between toy manufacturers based in Haryana and recognized educational institutions within the State. For this purpose, the Government will provide financial support to a maximum of 50 eligible Educational Institutions (as defined under this Policy) for the procurement of educational / learning toys manufactured by Haryana-based units, by way of reimbursement of 50% of the actual procurement cost, subject to a maximum ceiling of INR 1 lakh per institution. The reimbursement will be subject to such terms, conditions, eligibility criteria, and verification mechanisms as may be prescribed by the State Government from time to time.

10.7 Option to Avail Top-Up Support Under Different Government of India Schemes

Eligible Units commencing operations during the period of the policy and availing subsidy/incentives under any new programs/schemes launched by the Government of India for the sector will have the option to avail an additional 50% top-up incentive on the benefits disbursed by Government of India during the policy period instead of the

incentives described under section 10.1, 10.2, 10.3, 10.4, 10.5 and 10.6 of this policy. An eligible unit can choose to avail incentives only under either:

i. Section 10.1,10.2, 10.3, 10.4, 10.5 and 10.6 (or)
ii. Section 10.7 of this policy

10.8 Fiscal Incentives for Infrastructure Development

To incentivize the development of private Toys and Sports Equipment Manufacturing Clusters and Parks at strategic locations in the State, the Government of Haryana shall provide fiscal support to such parks/clusters that obtain an industrial colony licence from the Town and Country Planning Department, Government of Haryana, and Consent to Establish (CTE) during the operational period of this policy, and are developed in accordance with the prevailing norms of the Town and Country Planning Department. The fiscal support provided is as below:

10.8.1 Capital Subsidy or Net SGST Reimbursement Support

Eligible toy manufacturing park/cluster developers shall be provided an option to choose between availing capital subsidy support or net SGST reimbursement support as showcased below.

a. Option 1: Capital Subsidy Support

S.No.	Area Category	Percentage of financial assistance (reimbursement as a % of eligible capital expenditure)
1.	Sub-Prime	75%
2.	Prime/Focus Areas	85%

Note: Any land/area granted an industrial colony license by the Town and Country Planning Department after the notification of this policy shall be treated as a Sub-Prime Area.

Eligible capital expenditure will include the cost incurred for the development of trunk infrastructure/ associated utilities such as internal roads, power generation/distribution system, power back-up systems, water treatment plant, sewerage treatment plant/ common effluent treatment plant, utility tunnels, requisite technological and communication infrastructure, ready-built factories/ sheds, etc., required for the smooth functioning of units within the park. The maximum assistance offered by the Govt. of Haryana will be capped at a ceiling of INR 45 Crores per park.

Further, this incentive will be disbursed in tranches, based on completion and occupancy as shown below:

Instalment	Criteria	Grant Tranche
First Instalment	On grant of requisite license for development of the park and Development of the park with requisite amenities as per approved development plan and grant of completion by Department of Town and Country Planning	50% of Eligible Incentive
Second Instalment	Proof of operation of at least 25% of total permissible area earmarked for setting up units as per approved development plan.	20% of Eligible Incentive
Third Instalment	Proof of operation of at least 50% of total permissible area earmarked for setting up units as per approved development plan.	15% of Eligible Incentive
Fourth Instalment	Proof of operation of at least 75% of total permissible area earmarked for setting up units as per approved development plan.	15% of Eligible Incentive

b. Option 2: SGST Reimbursement Support

Eligible Developers may also choose to avail Net SGST reimbursement on the expenditure incurred towards the development of trunk infrastructure/ associated utilities such as internal roads, power generation/distribution system, captive renewable energy plants, power back-up systems, water treatment plant, sewerage treatment plant/ common effluent treatment plant, utility tunnels, requisite technological and communication infrastructure, ready-built factories/ sheds, etc., required for the smooth functioning of units within the park for a period of five years from the date of obtaining Consent to Establish (CTE) and subject to an overall cap of INR 45 crore per park. The Net SGST reimbursement shall be provided at the following rates:

Area	Quantum of Net SGST Reimbursement
Sub-Prime Area	60% reimbursement for 7 years
Prime/Focus Area	70% reimbursement for 7 years

Note: Any land/area granted an industrial colony license by the Town and Country Planning Department after the notification of this policy shall be treated as a Sub-Prime Area.

10.8.2 Stamp Duty Reimbursement Subsidy Incentive

100% of the Stamp Duty paid by the developer for parks being developed in Sub-Prime and Prime/Focus Areas will be reimbursed upon obtaining of requisite license for development of the industrial park and CTE during the policy period, irrespective of the period in which the land was purchased.

10.8.3 Support for establishing R&D Centers in the Toys and Sports Equipment Sector

a. **Capital Subsidy:**

i. Financial assistance equal to 50% of the eligible capital cost incurred will be provided to new and existing toys and sports equipment manufacturing units establishing R&D Centres for research and innovation anywhere in the State, subject to the following ceilings:

- Up to INR 50 crore per R&D centre for Ultra Mega Projects.
- Up to INR 25 crore per R&D centre for Mega R&D Projects.
- Up to INR 10 crore per R&D centre for all other R&D Projects

ii. Eligible capital cost will include expenditure actually incurred on infrastructure and associated utilities (excluding land), buildings, plant and machinery, equipment, power backup arrangements, IT hardware and software, and other capital assets directly required for the R&D facility. Working capital, goodwill, preliminary and pre-operative expenses,

iii. capitalized interest, and expenses incurred towards acquisition of technology or technical know-how including consultancy charges, royalty, design and drawings, patents, licenses, and other intellectual property rights, whether capitalized in the books of accounts or otherwise, shall not be considered while calculating total capital cost

iv. The capital subsidy will be disbursed in five (5) annual instalments, subject to verification by the competent authority.

v. Taking into account the time required for grant of recognition by DSIR/CSIR, an eligible unit may apply for incentives under this section within a period of 3 years from date of commencement of operations of the R&D unit.

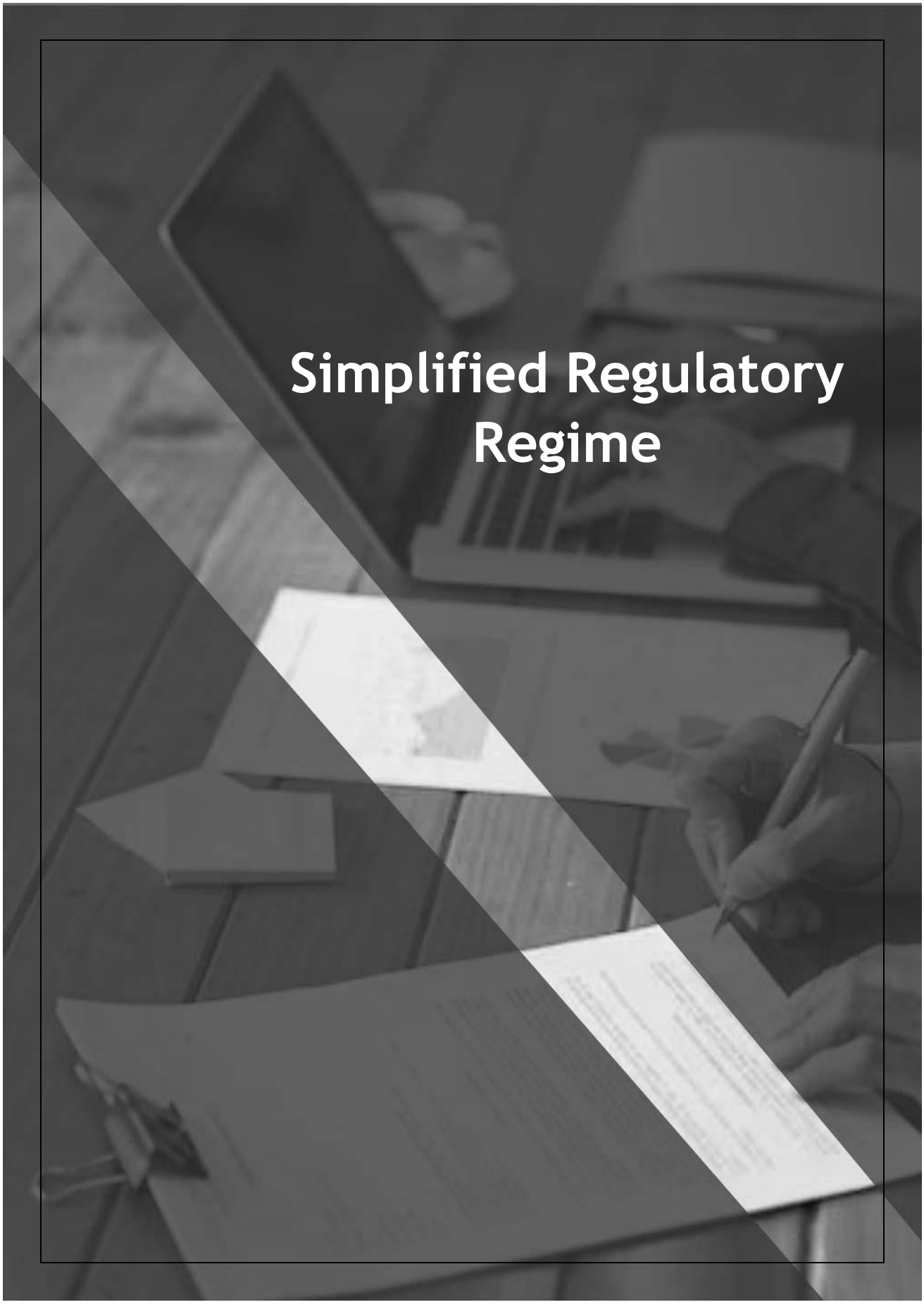
b. **Operational Subsidy:** Financial assistance will also be provided in the form of reimbursement of 50% of the eligible operating expenditure incurred for running the R&D Centre, subject to a maximum ceiling of INR 2 crore per R&D centre per year, for a period of five (5) years.

Eligible operating expenditure will be limited to costs incurred on:

i. Salaries of scientists, engineers, and research personnel;
ii. Participation in conferences, seminars, and workshops;
iii. Fees associated with publication of research papers; and
iv. Raw materials, consumables, components, and other inputs directly required for research activities.

Note:

- The support for establishing R&D centers will be limited to 3 R&D centers established by new or existing toy and sports equipment manufacturing units located in Haryana subject to the R&D center being recognized by the Department of Scientific & Industrial Research (DSIR) or Council of Scientific & Industrial Research (CSIR).


Simplified Regulatory
Regime

11. Simplified Regulatory Regime

In its endeavour to create a conducive business climate for the Toys and Sports Equipment Manufacturing sector, the Government of Haryana has implemented the following reforms for regulatory simplification, improving the Ease of Doing Business in the State and ensuring a hassle-free experience for the investor.

11.1 Constitution of Haryana Enterprises Promotion Centre for promotion of Ease of Doing Business

The Government of Haryana has established the Haryana Enterprises Promotion Centre (HEPC) as a dedicated nodal agency under the Haryana Enterprises Promotion Act, 2016 (HEPA) to facilitate and promote ease of doing business in the State. Operating as a single-roof clearance mechanism, HEPC streamlines the process of obtaining clearances, approvals and licenses required by businesses and investors to set up and operate enterprises in Haryana.

11.2 Invest Haryana Single Window Portal

The Government of Haryana has developed the Invest Haryana Single Window Portal as an integrated online platform to simplify and expedite the process of setting up businesses in Haryana. This portal serves as a one-stop digital interface to streamline regulatory processes and ensure ease of access to over 140 business related services, ensuring transparency, reduced paperwork, and minimization of delays by providing a seamless, end-to-end service experience.

11.3 Timebound Clearances for All Services

The Government has laid down clearly defined timelines for delivery of services on the Invest Haryana Single Window Portal. The Government will ensure that approvals for all services are granted within the timelines specified.

11.4 Dedicated Sectoral Relationship Managers for Handholding and Investment Facilitation Support

Dedicated relationship managers will be assigned for every ultra mega, mega and large investor to provide dedicated handholding and investment facilitation support.

11.5 Self-Certification and Third-Party Certification

The Government of Haryana has allowed Self-certification vide Notification No. 11/12/2018-4Lab dated 03.05.2018 (as amended from time to time), for Labour related

clearances and approvals under 14 acts of the Labour Department in Haryana as shown below:

- Factories Act, 1948 and Rules framed thereunder.
- Minimum Wages Act, 1948 and Rules framed thereunder.
- Payment of Wages Act, 1936 and Rules framed thereunder.
- Contract Labour (Regulation & Abolition) Act, 1970 and Rules framed thereunder.
- Payment of Bonus Act. 1965 and Rules framed thereunder.
- Payment of Gratuity Act, 1972 and Rules framed thereunder.
- Maternity Benefit Act, 1961 and Rules framed thereunder.
- Child Labour (Prohibition & Regulation) Act, and Rules framed thereunder.
- Shops & Commercial Establishments Act, 1958 and Rules framed thereunder.
- The Inter-State Migrant Workmen (RECS) Act, 1979 and Rules framed thereunder.
- The Equal Remuneration Act, 1976 and Rules framed thereunder.
- Motor Transport Workers Act, 1961 and Rules framed thereunder.
- Punjab Industrial Establishments (National & Festival Holidays & Casual and Sick Leave) Act, 1965.
- The Building and Other Construction Works (Regulation of Employment and Conditions of Service) Act, 1996

The Government of Haryana has also notified 3rd Party Certification/ Audit Scheme (Amendment), 2018 vide Notification No. 11/13/2018-4Lab dated 03.05.2018 (as amended from time to time) to facilitate entrepreneurs for complying with the provisions of Factories Act, 1948 and rules framed there-under.

11.6 Online single return for various Acts pertaining to the Department of Labour

The Labour Department has implemented the online submission of a unified single return under all labour laws.

11.7 Allowing three shifts and night shifts for Women

Toys and Sports Equipment Manufacturing Units will be permitted three shift operations allowing women to work at night, subject to the units taking the necessary precautions with respect to the safety and security of women employees. In addition, the government will implement an auto-renewal system, basis self-certification for such permissions (subject to fulfilling necessary regulatory compliance) and encourage faceless and paperless approval.

11.8 Compliances Reduction and Deregulation

The Government of Haryana has undertaken the following key reforms to simplify and consolidate regulatory processes, remove duplicative licensing requirements and expedite approvals at both the establishment and operational stages of businesses:

- To provide flexibility to developers, the Government will promote mixed land use in new master plans, with a particular focus on Transit Oriented Development (TOD) zones
- The State has introduced a prohibited list of activities under the Mixed Land Use category in the Development Plans. All activities, except those explicitly included in the prohibited list, will be considered permissible, subject to compliance with the prevailing policy parameters.
- Third-party certification have been introduced for granting Consent to Operate (CTO) to Green category industries (other than MSMEs). For MSMEs in the Green category, CTO through self-certification has been allowed.
- The State has reduced timelines from 30 working days to 21 working days for providing Consent to Establish and Consent to Operate.
- The State has expanded the list of White Category Industries to 734 incorporating the recent changes in the White Category list issued by CPCB.
- A provision for instant automated CLU approval has been introduced in designated industrial zones and the documentation required to obtain Change of Land Use (CLU) approval has been streamlined to only three essential documents - the ownership document, the project report, and the indemnity bond.
- The area requirement for establishing industries has been completely waived.
- The State has removed earlier restrictions that prohibited women from working in certain hazardous industries.
- The State has allowed the industries on 20 ft. (6m) wide village link roads also in the agriculture/rural zone and industrial units in agriculture zone having direct access from Schedule Road, National Highway and State Highway.
- Clearances for obtaining utilities such as electricity and water connections have been fully integrated into the Invest Haryana Portal.
- The threshold under the Haryana Shops and Commercial Establishment Act, 1958 has been increased from 0 to 20 workers, thereby reducing compliance obligations for smaller establishments.

- The State has also increased daily working hours from 9 to 10 and weekly quarterly overtime upto 156 hours.
- The Haryana Building Code has been amended in line with global best practices to allow for unrestricted FAR, unrestricted Ground Coverage and unrestricted Maximum Permissible Height have been permitted subject to fulfilment of fire safety, structural safety, light & ventilation and parking norms as specified in the code and payment of fees/ charges as applicable.
- The Haryana Building Code has also been amended to allow third-party agencies to grant Occupation Certificates for high-risk buildings.

11.9 Timely Processing of Incentive Applications:

To enhance transparency, certainty, and timeliness in the processing and disbursement of incentives, the State Government will ensure upfront release of fifty percent (50%) of the eligible incentive amount after preliminary scrutiny of the incentive claim within seven (7) working days from the date of submission of the application. The remaining fifty percent (50%) of the eligible incentive will thereafter be disbursed within forty-five (45) working days from the date of application after detailed scrutiny of applications.

The timeliness of incentive processing and disbursement will be tracked through the Invest Haryana Single Window Portal. In case of any delay purely attributable to the concerned Department, interest at the rate of 8% per annum, or such different rate as may be notified by the Government from time to time, will be payable on the delayed incentive amount.

11.10 Steering Committee

A Steering Committee under the chairmanship of Administrative Secretary, Industries & Commerce, Haryana and comprising senior officials from concerned departments, Industry Experts/ Associations, or any other special invitee, etc. will be formed for deliberation on policy matters and implementation thereof.

Note: All the eligible Toys and Sports Equipment Manufacturing units will be given the above regulatory benefits in addition to the ones mentioned in the Make in Haryana Industrial Policy (as amended from time to time) or any new Industrial Policy of the State.

12653—C.S.—H.G.P., Pkl.